



Comprehensive Assessment Plan (CAP): Data Review & Report 2020-2021 Academic Year

School of Health and Allied Professionals: Clinical Mental Health Counseling

The purpose of this annual report is to inform students, the public, and community stakeholders about student enrollment, student success, key findings, decisions, and modifications of the program in line with our program mission statement, goals, and objectives. The information below is based on the 2021-2022 academic year, as required by the Council on Accreditation for Counseling & Related Educational Programs (CACREP).

The CMHC program is required to respond to CACREP with the following vital statistics:

- 1. The CMHC program is a **61-credit program** that students complete in 3 years.
- 2. The CMHC program has 38 students currently enrolled
- 3. The CMHC program graduated 12 students in the Summer, of 2022
 - 2 students delayed graduation
- 4. We have a 98% Completion Rate for timely graduation. Delays during the last academic year were due to COPVID/pandemic-related concerns.
- CMHC students pass the CPCE at a rate of 100%. Due to the state of MN being a two-tier licensure state, we do not routinely receive licensure exam updates. Many opt to wait for the 2nd tier licensure, which requires them to complete 4,000 hours post-graduation prior to applying for licensure.
- 6. CMHC students have a 100% job placement, and this occurs 90% within their internship site.
- 7. **Program Demographics:** Students enroll in a full-time cohort model. This supports timely graduation in 3 years. We have 39 students enrolled in the CMHC program.

Measure 7.1: Demographic	Other	Male	Female
African American Black	1	0	0
American Indian/Native Alaskan	0	0	0
Asian American	0	3 (*1)	4 (*2)
Caucasian/White	1	4	19
Hispanic/Latino/Spanish American	0	0	4
Native-Hawaiian/Pacific Islander	0	0	0
Multi-Racial	0	1	1
Other/Undisclosed	0	0	0

8. Student Transition Points Outcome: Recruitment, Admission, Matriculation, and Graduation Process Measure 8.1: Recruitment

The CMHC program held 4 CMHC information days online, via Zoom. The CMHC program faculty continue to meet with prospective students individually to foster a sense of belonging at recruitment. The CMHC program worked with graduate studies to streamline all recruitment, and application emails through graduate studies. This allows the CMHC program to offset the work of the department's office manager, and the program director and to streamline better communication for candidates to the office of graduate studies = which has a staff dedicated to graduate education.

Measure 8.2: Admission

The CMHC program had **86 Total Applications**. The CMHC program incorporated a new screening rubric to help identify candidates for early admission interviews and to better standardize for DEI initiatives within the department. The goal was to admit 12 students. We accepted 17 FT students, and 14 students accepted admission. We must stay compliant within the faculty courseload capacity to matriculate our part-time students. The CMHC program director continued to host "I'm accepted now what" Zoom/virtual meeting to discuss the rationale for a 3 year program and Counselor In Training Wellness, Block Scheduling Initiative. This is well attended and students report this is helpful in making their decision to choose SCSU.

Measure 8.3: Matriculation

Students matriculate through the CMHC program through a series of Counselor In Training Benchmarks (CIT-B). These will be discussed throughout the annual report. At the time of the summary, 1 student had stopped out of the CMHC program due to work/conflicts in a new position.

Measure 8.4: Graduation

During the 2020/2021 academic year, all students graduated except for 2. The 2 students delayed their graduation due to circumstances outside of their control with the COVID pandemic. They are set to graduate Spring 2023.

Measure 8.5: Other Transition Points

- 1. The CMHC program had all students complete their internship requirements. 2 students had to obtain different clinical sites at the end of the first internship.
- 2. All but 1 student was offered employment at their respective internship sites. To date, outside of the 2 students with delayed program completion, all students are fully employed.

Result: The transition data indicates that once students are in the CMHC program, they tend to matriculate successfully. Those students who do not move through the program only do so from an unexpected life cycle emergency (financial or medical crisis).

The Department of Counseling Psychology, Counseling & Family Therapy houses 3 graduate programs in counseling.

- 1. Clinical Mental Health Counseling (Director, Tina M Sacin, PhD, LPC, NCC) in 8-year accreditation
- 2. School Counseling (Director, Bill Lepkowski, PhD) in 8-year accreditation
- 3. Rehabilitation Counseling- in 2 year CORE to CACREP transition

CMHC Faculty Demographics: During the 2021/2022 Academic year, there was some transition in CMHC faculty. We are excited to announce that we had a successful probationary search, and hire.

Please see the annotation beside the faculty name.

Tina M Sacin, PhD, LPC (Director- with 3 credits release time annually)

Erin Berzins, Phd, LPCC (Clinical Coordinator – with No release time).

Rose Stark Rose, PhD – LP (50% allocation with CMHC)- Sabbatical Fall 2022

Kristen Langellier, PhD (Hired Fall, 2022)

Demographic	Other	Male	Female
African American Black	0	0	1
American Indian/Native Alaskan	0	0	0
Asian American	0	0	0
Caucasian/White	0	0	2
Hispanic/Latino/Spanish American	0	0	0
Native-Hawaiian/Pacific Islander	0	0	0
Multi-Racial	0	0	0
Other/Undisclosed	0	0	1

Regretfully, Erin Berzins will depart SCSU in December 2022. The CMHC program has requested a position, but SCSU did not allocate a position in their Phase 1 hiring. We are currently waiting for Phase 2 allocation from the President's office.

CMHC mission: To inspire future mental health counselors who are passionate about pursuing the highest standard of clinical practice with cultural fluency.

CMHC Goals (Outcomes): The mission is dedicated to achieving the following outcomes

- 1. Proficiency in best clinical practices
- 2. Effective delivery of counseling in diverse clinical settings to a broad range of clientele (individual, group, family, couples) across the lifespan
- 3. Active engagement in self-reflective practice and commitment to life-long learning

- 4. Fluency in multicultural competencies
- 5. Social Justice advocacy in a global context

CMHC Program Highlights:

- 1. Trauma-Informed
- 2. Group Work
- 3. Cultural Fluency
- 4. Integrative Course Design

Assessment Process: Annual and Special Focus

Annual: The Counselor Education faculty in the Clinical Mental Health (CMHC) Graduate program shifted from the typical summer semester annual review to a Fall annual review during SCSU's assessment days. This shift was due to the contractual limits that prevent this type of work in the summer semester based on the IFO contract. It would require institutional support for all CMHC program faculty during noncontractual duty days. This will shift the report dissemination schedule to *December annually*.

Special (Summer 2022): The CMHC program director was tasked over the summer to explore creating a CORE counseling program with other CACREP/ and potential CACREP programs (School Counseling and Rehabilitation Counseling). The working group consisted of only the CMHC and School Counseling programs. Other programs that were identified but did not participate in were: (College Counseling, Rehabilitation Counseling, and Marriage and Family Therapy). There has been no stakeholder data to inform this decision. This will be launched in Spring of 2023. The identified areas of this exploration stage were as follows:

- 1. Discussion of current student demographics for each program
- 2. Discussion of current program delivery for each program
 - CMHC (8-year accreditation award) On Campus day -delivery, Block Schedule provided for 3-year entire program of study
 - School (8-year accreditation award) On Campus night delivery, currently submitting a substantive change to modify to over 50% online delivery to CACREP
 - Rehabilitation (on a 2-year limited award with substantive changes due to CACREP within the two-year period) 100% High-Flex program. This program was CORE and had a Spring 2021 site visit that provided them with
- 3. Discussion of School Counseling requirement to move from 45 credits to 60 credits
- 4. Discussion of the need for external stakeholder data
 - Current Students
 - Alumni
 - Site Supervisors
 - Employers
- 5. Directors of CMHC and the School agreed to work in Spring of 2023 to present a timeline with resource allocation that includes stakeholder data to the:
 - Respective Programs
 - Department of Community Psychology, Counseling & Family Therapy
 - Dean for the College of Health and Allied Professions
- 6. The CMHC director is submitting a request to recall the Rehabilitation Counseling concentration areas from the curriculum process in the Spring of 2023, to have them resubmitted for review to align with the SCSU curriculum process. During the program submission, SCSU was in the midst of transferring to a new curriculum system that averted the institutional checks and balances to look at the following:
 - Program Curriculum Alignment with department, school, and institution
 - Resource Allocation is there sufficient resource allocation
 - Stakeholder data time to review stakeholder data regarding the concentration areas

It's Time and Unleash The	CMHC Program	n Outcomes	Need
Future Priorities	Links of The Fotomer		
Assessment Process: Align with the			, .
to better align with the <u>It's Time</u> ar that this presentation format can h			
the CMHC program can align with t			ship and see now investing in
	ime to Become Acader		
in MN	Graduates routinely score 1+ standard deviation above the National Average		
2. Core Competencies	deviation above the National Average.		
in CACREP areas	Fidelity to the ICD model		
2 Internetive Country	 CIT-Well In 2nd year of admissions 		
Design		510115	
4. Focus on Counselor			
in Training Wellness			
(CIT-Well)			
5. Block Scheduling			
Program Goal (Outcome) 1a: Profi	ciency in best clinical p	ractices in CACREP a	ireas
CMHC students will demonstrate ki	nowledge, skills, and di	spositions in the CAC	REP core competency areas t
be successful in the field.			
Measure 1.1a			
On the Counselor Preparation Com			
deviation score of the CPCE nationa	I norm on the total sco	ore and on each of th	e eight (8) Subscales. A
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The CPCE is a standardized assessment instrument utilized by over 200+ universities and colleges and is designed to assess counseling students' knowledge of counseling information viewed as important by counselor preparation programs. The CPCE consists of eight content areas like the areas of competency identified by the Council of Accreditation of Counseling and Related Academic Programs (CACREP). The

CMHC routinely scores well above the national average. Yet, due to the 2-subscale requirement, the CMHC program faculty have designated Human Growth & Development as a content area to focus on for the Fall assessment day. This subject area has not passed the National mean for three consecutive years. Thus, the nominal changes have resulted in no change in the CPCE score. **Fall 2022 Assessment Day Results: Phase 1:** Is to add theories of development to the progressive case study assignment and replace two IRAT quizzes that demonstrated the lowest scores. Additionally, we plan to add a community partner to include childhood assessment day that includes a family assessment with children at different developmental ages for education and application of materials with the students. **Phase 2:** Recommendation to move COUN 640 to the summer session to align with COUN 628 (Diagnosis and Treatment Planning in children & Adolescents).

Program Goal (Outcome) 1b: Proficiency in best clinical practices

Students in the CMHC program will demonstrate basic counseling skills required for all CMHC students in their procedures and practicum experience in the CHWP training clinic.

Measures 1.b.1: Students complete the CCS:

- 1. COUN 668 Counseling Procedures
- 2. CPSY 669 Practicum I
- 3. CPSY 698 Practicum 2

Result: Self-Assessment of Counseling Performance Skills Form 6.1

The CMHC program moved from the CCS which encompasses disposition + skills to a counseling skill assessment only. It was recommended by the data received from current students, clinical faculty, and clinical coordinator. It allowed the students to have a strength base focus on skill development that did not intersect with dispositions. Additionally, since we have the Counselor in Training Benchmark system, the CCS was redundant.

5	Good
4	
3	Average
2	
1	Poor

There were only 3 areas that averaged below average:

- 1. Question 17 Regarding Self Disclosure
- 2. Question 29 Knowledge of policy and procedures of educational or agency setting regarding harm to self and others, substance abuse, and child abuse.
- 3. Question 30 Ability to keep appropriate records related to counseling process.

In reference to questions #17 and #30, these are seen as advanced skills that they will see in the upcoming semester during their practicum experience. We added a refresher training on the Colombia Suicide Protocol and Role Play Day as a refresher for their Fall 2022 practicum. This will include informed consent and procedures for risk assessment.

The CMHC program will continue the use of the skills self-assessment in 3 areas: 1. COUN 668 Procedures (baseline); 2. CPSY 669 Practicum 1 (mid-term) and 3. CPSY 698 (Final)

Measure 1.b.2: Counseling in Training Benchmark (CIT-B)

The CIT-B pilot to Qualtrics is complete. More information can be found on the SCSU website listed below. We are only assessing the 3-year program students at this time using the CIT-B. Summer 2022 is the first academic semester to follow the revised skill assessment schedule.

https://www.stcloudstate.edu/graduate/clinical-mental-health/students/current-students.aspx

Readiness for Practicum: Mi	cro Skills	
CIT-B: Readiness for Practicu	um	
CPSY 669	CMHC students will be assessed Fall 202	
CIT-B: Readiness for Interns	hip	
CPSY 698	CMHC students will be assessed Spring 2023	
CIT-B: Readiness for		
Practice		
COUN 696		CMHC
COUN 696	CMHC students will be assessed Spring 2023	
Results:		
	ed its final 2-year program cohort Summer 2022. The pilot capture of the CIT-B	
	ualtrics was a cumbersome task due to: COVID pandemic, transition of core	
faculty and lack of resource a		
Measure 1.b.3: MAKSS-C	nowledge Chills Suprov Counceler Education Edition The MAKES survey is	
	nowledge – Skills Survey: Counselor Education Edition. The MAKSS survey is e counselor in training (CIT) level of multicultural counseling competence.	
Result:		
	s completed. The CMHC program only has initial assessment data, thus no	
	idence of growth in multicultural awareness, knowledge, and skills. This will be	
assessed next CAP cycle.		
assessed next extremely the.		
	1id-Term and Final Narrative Evaluations	
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Other implemented or planned change

□ No Changes to Curriculum

Explain of EACH item checked above:

Based on 2 years of CPCE data CMHC program has a 3 Phase implementation of changes for COUN 640: Counseling Across the Lifespan. **Fall 2022 Assessment Day Results: Phase 1:** Is to add theories of development to the progressive case study assignment and replace two IRAT quizzes that demonstrated the lowest scores. Additionally, we plan to add a community partner to include childhood assessment day that includes a family assessment with children at different developmental ages for education and application of materials with the students. **Phase 2:** Recommendation to move COUN 640 to the summer session to align with COUN 628 (Diagnosis and Treatment Planning in children & Adolescents).

1. Changes to Assessment Plan:

□ Revise Student Outcome Statement

Revise Measurement Approach

Collect and Analyze Additional Data and Information

 \boxtimes Change Method of Data Collection

 \boxtimes Other Planned Changes

 \Box Plan has been reviewed and no change made

□ No Changes to Assessment Plan

Explain EACH item checked above:

1. Add QR code for all Qualtrics Assessments

Change all Assessment Schedule to be initiated by CMHC program director instead of CMHC faculty following timeline. This will begin Fall 2022.

2. Curriculum/Course-Related Assessment Methods:

□ Rich Learning Experiences (ICD)

⊠ Case Study/Simulation

□IRAT/GRAT (ICD)

□ Rating Scales/Scoring Rubrics

□ Assessment Rubrics

Journals

Observation (focused on specific program outcomes)

Other method

Explain EACH item checked above:

There was inconsistency in the D2L tracking for attendance measure. The CMHC faculty agreed this tracking did not add value to the student experience. The CMHC faculty are modifying Case Study for COUN 640 to include developmental theory in students response document.

Institution (SCSU)

SCSU Graduating Student Survey (Pilot Start Date 2024)

Alumni Survey

□ Supervisor Survey

Employee Survey

The CMHC faculty would like to generate a unique Qualtrics survey for those who graduated during the COVID pandemic. They will be polled for the annual survey, as the program plans to survey alumni annually. The CMHC faculty consider the COVID pandemic and shifts in programming unique enough to capture the data in a unique fashion.

1. Miscellaneous Assessment Methods

⊠ Advisory Board

🗆 Focus Group

Institutional Data

□ Student Records

□ Accreditation Reviews (i.e. CACREP)

⊠Other

Explain EACH item checked above:

The Advisory Board is currently considered the internship site supervisor for internship experiences. The CMHC program faculty are re-convening a CMHC advisory board Academic year 2022/2023. The CMHC program will add to it's annual review the Town Hall format. This was presented to students Fall 2022 and the program will host it's first Town Hall Spring 2023 (Jan, then at mid-terms)

1. Summary of the CMHC Assessment Process:

Over the last few years, we've made several changes to our assessment program as we worked to improve *data collection* procedures with NO resources. The pilot assessment process was completed in the Qualtrics transition.

The following assessments will be added to the counseling assessment plan (CAP)

- 1. Graduating Graduate Student Survey (GGSS)
- 2. Self-Assessment of Counseling Performance Skills (SA-CPS)
- 3. Multicultural Awareness-Knowledge-Skills Survey: Counselor Education Edition (MAKSS-C)
- 4. Counselor in Training Benchmark (CIT-B) System

We finalized the process of moving all of our assessments into Qualtrics. The feedback we received from students, site supervisors, adjuncts and faculty are that the paper assessments are too cumbersome. We anticipate all assessment materials to be completely online (Qualtrics).

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University of Teacher Scholars: It's Time to Support a University of Teacher-Scholars		
1. Technology for	Eastman Training Clinic	Need
Learning	Berzins New Faculty Grant	Electronic
2. Faculty	 1st year nursing partnership 	Health Records
Development Funds	Husky Pounce	Phone
Interdisciplinary Research		
3. Student Success		
 Scholarships 	• 3 year DEI scholarship commitment w/DBT	Need
CPCE	 BIPOC textbook support/Care Counseling 	More financial
Graduation Rates		support
Hire Rates		
Alumni Relations		
3. Regional Reach	It's Time to Extend Our Regional Reach	 Continued
	Hold a Twin Cities Interest	Financial
	Information Session in Plymouth	Support for
	,	BIPOC
		counselors in
		training
		training
Mental Health Grant	Laptop Computers for telehealth	
1. Annual Support	Secured grant for 6 laptops for a training	
	clinic.	

	• Secured stipend for GA to support scheduling and outreach for training clinic.		
1. CHWP Financial Support	New faculty member Kristen Langellier will be assigned to the Eastman Working Group		
2. SCSU Financial	meeting.		
Support 3. CMHC driven	The CHWP has not provided a probationary		
support	faculty line to replace Erin Berzins departure.		
4. School/College Priorities			
1. Autism Discovery Center	Replicate Husky Pounce initiative with the Autism Discovery Clinic		
2. Leading Edge Technology (telehealth)			
SCSU Workplan: CACREP Curriculum CORE	Seeking stakeholder data Spring 2023	• EHR	
College Workplan:			
-	t in current accredited programs		
	2. Twin Cities Strategy		
3. International Student Enrollment			
Culture of Leadership			

	Faculty Achievements
Erin Berzins	Qualitative Study Grant: Pregnancy and birth during COVID pandemic
	Presentation- New York
	LPCC licensure in MN, and Board Approved Supervisor in MN
Kristin Langellier	Starts Fall 2022
Tina Sacin	Qualitative Study Grant: Pregnancy and birth during COVID pandemic
	CETL Grant (Center for Excellence in Teaching and Learning)
	SOTL Faculty Idea Swap: Humanizing In-Person and Online Faculty Development
	to Build a Community of Teacher-Scholars. Accepted to present at 2022
	Symposium for Scholarship of Teaching and Learning, Calgary Canada, Nov, 2022
Rose-Stark-Rose	Sabbatical Fall 2022



Important things to remember.

You are not alone. You are capable. You are strong. You are loved.

Thank you for taking the time to read our annual report.

In Community,

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Tina Sacin, PhD, LPC